



# Total Compensation Update

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# Compensation



# 2016 Market Study Data

- The study consisted of 100 benchmark jobs that were evaluated to determine market.
- The following cities participated in the survey:  
Bryan, Cedar Park, Conroe, Frisco, Georgetown, Hutto, Leander,  
Lewisville, McKinney, Mesquite, New Braunfels, Pflugerville, San Marcos,  
Sugarland and Temple



# 2016 Market Study Outcome

- There was overall movement in the market and certain positions will be adjusted based on that movement.
- The pay structure will move 2% to allow us to stay current with the market trend.
- Most employees will receive a 2% market adjustment and jobs impacted directly by market may receive more. Individual letters will be sent to let you know how this will impact you.
- Market adjustments will be received on the 2nd pay check in October (10/28/16).



# 2016 Longevity & Pay for Performance

- Longevity will be received the third week in November (11/18/16).
- Pay for Performance will be based on your year end evaluations that are due by September 30.
- Pay for Performance will be added to base pay instead of a lump sum payment.
- Pay for Performance will be issued the 2<sup>nd</sup> check in January 2017 (1/28/17).

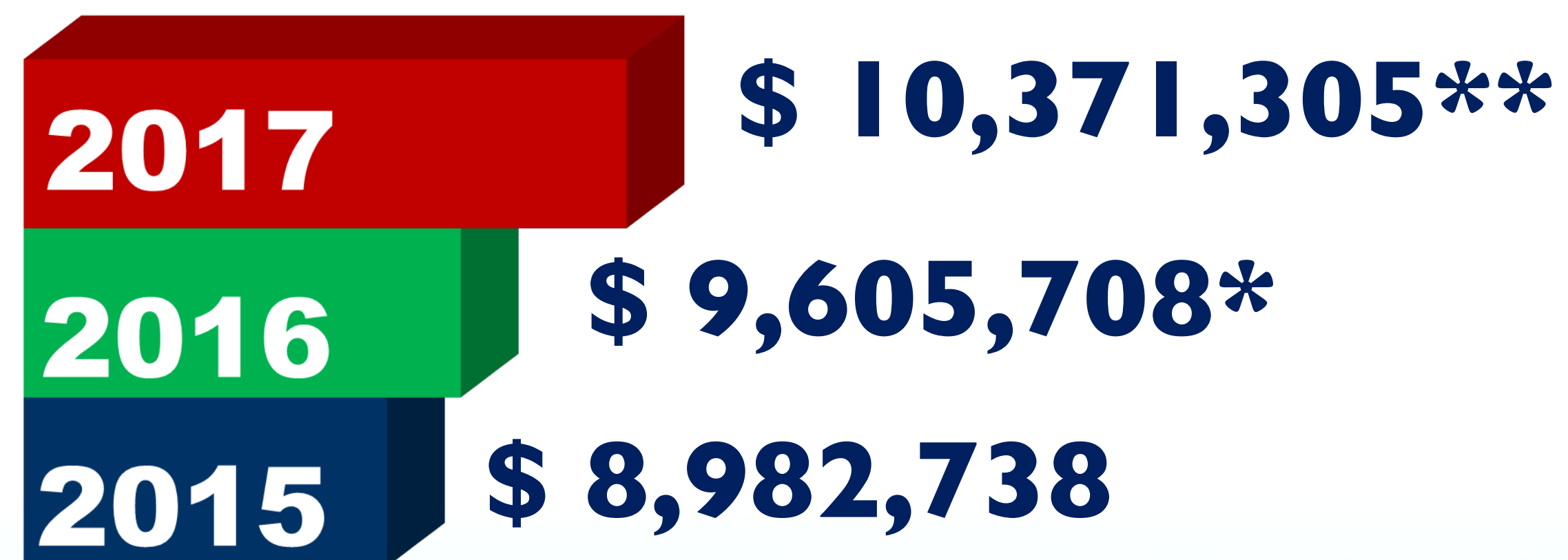




# Benefits



# Health Insurance Costs



\*Based on average monthly costs

\*\*Based on 2017 renewal

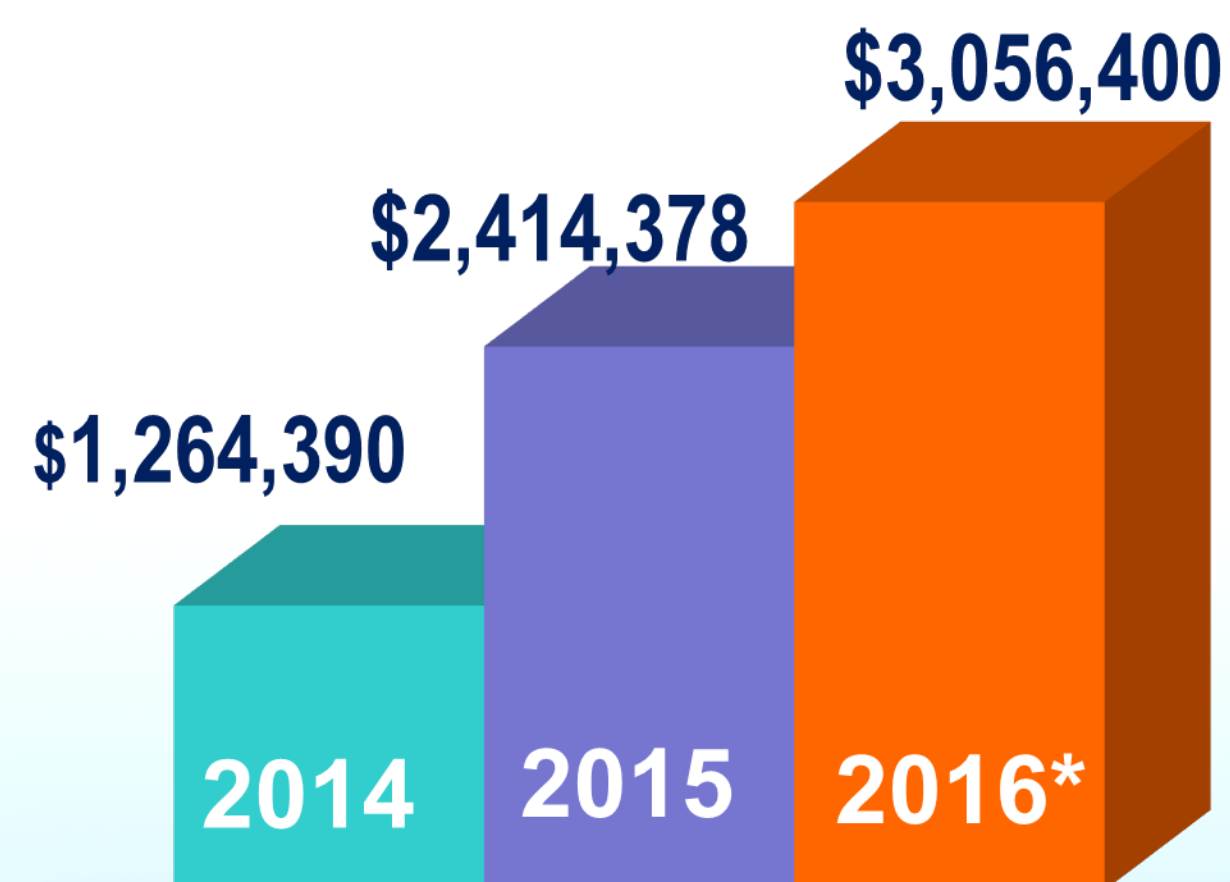


# **Cost Containment Efforts – Health Risk Assessments (HRA)**

- For the 2017 plan year, a HRA is mandatory for all employees and dependents (over 18) who choose to enroll on the City's medical plan.
- The HRA identifies potential health risks that Healthstat, through Rockcare can help you manage.
- The use of Rockcare helps to maintain our health plan cost as all services provided are covered in the cost to operate the clinic. The clinic offers the tools necessary to maintain your health, prevent further issues and to get you & your family healthier.
- The cost of using the clinic is free for employees and dependents (age 5+) covered under our health plan and all health information is kept strictly confidential between you and Rockcare staff, powered by Healthstat.



# Cost Containment Efforts - Prescription Medication Formulary



*\*2016 - based on costs through July 2016*

- Currently, we have an Open Formulary which results in no cost containment efforts.
- 2017 Plan year, we are moving to a Value Plus Formulary which provides cost containment efforts.
- The Value Plus Formulary will require prior authorization and step therapy for certain medications.
- Employees who may be impacted will be notified by Aetna in advance to review their options.
- There will be a 90 day grace period to determine an appropriate substitution for any drugs that are impacted by the formulary change.
- Savings are estimated to be \$221,376 annually.



# Cost Containment Efforts – Providing a 2<sup>nd</sup> Health Plan Option



**Seton**  
Health Alliance

Aetna Whole Health – Seton is a consumer-centered, physician driven organization that works differently to keep patients healthier. As an Aetna Whole Health-Seton patient, you can expect:

- More coordinated and proactive focus on your overall health and wellness
- Additional assistance in managing your chronic illness
- Connection to wellness services across the Seton Healthcare Family
- Potentially lower out of pocket expenses



# 2017 Health Plans Comparison Chart

	Aetna Choice	Aetna Whole Health-Seton
ANNUAL DEDUCTIBLE	Individual \$ 750 Family \$ 2,250	\$ 300 \$ 2,000
OUT OF POCKET MAXIMUM	Individual \$ 3,000 Family \$ 9,000	\$ 2,000 \$ 4,000
PHYSICIAN OFFICE VISITS SPECIALIST OFFICE VISITS	\$ 35 Copay \$ 45 Copay	\$ 25 Copay \$ 35 Copay
MOST MAJOR SERVICES	Most Paid at 80% after deductible	Most Paid at 90% after deductible
URGENT CARE VISITS	\$ 35 Copay	\$ 35 Copay
EMERGENCY ROOM VISITS	\$ 250 Copay + Deductible	\$250 Copay + Deductible
PLAN COVERAGE	In Network & Out of Network	In Network Only



# 2017 Health Plans Rate Comparison Chart

2016 AETNA MEDICAL RATES				
Tier	Monthly Rate	City Portion	Employee Portion	Per Pay Period
EE Only	\$ 885.00	\$ 780.00	\$ 105.00	\$ 52.50
EE/Child(ren)	\$ 1,060.00	\$ 780.00	\$ 280.00	\$ 140.00
EE/Family	\$ 1,190.00	\$ 780.00	\$ 410.00	\$ 205.00

2017 AETNA CHOICE MEDICAL RATES				
Tier	Monthly Rate	City Portion	Employee Portion	Per Pay Period
EE Only	\$ 920.00	\$ 780.00	\$ 140.00	\$ 70.00
EE/Child(ren)	\$ 1,130.00	\$ 780.00	\$ 350.00	\$ 175.00
EE/Family	\$ 1,270.00	\$ 780.00	\$ 490.00	\$ 245.00

2017 AETNA WHOLE HEALTH-SETON MEDICAL RATES				
Tier	Monthly Rate	City Portion	Employee Portion	Per Pay Period
EE Only	\$ 885.00	\$ 780.00	\$ 105.00	\$ 52.50
EE/Child(ren)	\$ 1,060.00	\$ 780.00	\$ 280.00	\$ 140.00
EE/Family	\$ 1,190.00	\$ 780.00	\$ 410.00	\$ 205.00



# Open Enrollment Meetings

- In order for you to make the most informed decision for the 2017 plan year, open enrollment meetings are mandatory.
- HR will be posting the Open Enrollment meeting calendar to EmployeeNet this month.



# Questions